Approved For Release 1999/08/27 : CIA-RDP78-04718A001300250003-9

~~CONFIDENTIAL~~

2 October 1954

MEMORANDUM FOR: Colonel White

SUBJECT : Status of the JOT Program as of 1 October 1954

25X1A9a

1. [redacted], Chief, Junior Officer Training Division, has given me his current inventory on the JOT Program, as of yesterday. I think that a review of these figures gives us a base from which to consider granting relief to Matt Baird, though not on the dimensions suggested to the CIA Career Council.

2. As of 1 October, the inventory was as follows:

a. JOT(OCS) Table of Organization: 25X9A2

25X9A2

This T/O is set up at [redacted] slots, presently apportioned between Army and Air Force, and is designed to take care of [redacted] JOTs per year. It is separate and apart from the normal JOT T/O, which is the one Matt wanted to amend at the Council. It takes care of young men in two categories: those who are away from the Agency taking OCS training, and those who have been commissioned but who are on duty with us as military. Comparative September and October figures follow:

	September	October
(1) JOT(OCS) cases away from CIA on duty with the military	[redacted]	25X9A2
(2) JOT(OCS) cases in CIA, post-military training, still in the military		
Totals		

b. JOT(Civilian) Table of Organization: 25X9A2

This T/O presently has [redacted] having been taken away to service the JCD Program. Young men who have completed their military service while slotted against the JOT(OCS) T/O are transferred to this T/O when they have shed their uniform. Also, young people who have met their military requirement prior to coming with CIA are put on this T/O immediately upon EOD. It also serves as a holding device for young men who will enter the OCS program after attendance, as civilians, at BIC. On entering OCS they are transferred to the JOT(OCS) T/O. Comparative September and October figures follow:

Approved For Release 1999/08/27 : CIA-RDP78-04718A001300250003-9

~~CONFIDENTIAL~~

Approved For Release 1999/08/27 : CIA-RDP78-04718A001300250003-9

CONFIDENTIAL

25X9A2

	September	October
(1) JOT(Civilian) cases on board	[redacted]	
(2) JOT(OCS) cases who have completed military requirement and have transferred to this T/O		
(3) JOT(OCS) cases on board in BIC, prior to assignment to OCS		
Totals		

c. In Process Cases:

These are the young men and women who have actually been recruited for the JOT Program, but who are currently undergoing security checks, or who have been cleared but have not yet entered on duty. Our experience rate for losses in this group, through security rejections, declinations, etc., has always run high, with today's probable average somewhere between 35 and 45%. Loss ratios have declined somewhat over the early days of the Program, through better pre-employment handling of such matters as tests, interviews and pre-employment physical exams. Comparative September and October figures follow:

25X9A2

	September	October
(1) Cases in Process for JOT(OCS) T/O:	[redacted]	
(2) Cases in Process for JOT(Civ) T/O:		
Total In Process:		

25X9A2

[redacted]

Approved For Release 1999/08/27 : CIA-RDP78-04718A001300250003-9

SECRET

Approved For Release 1999/08/27 : CIA-RDP78-04718A001300250003-9

3. SUMMARY AND RECOMMENDATIONS:

In view of the facts set forth above, and in consideration of the additional fact that within the next 6 months or so, quite a few men presently finishing their military requirement will transfer to the JOT (Civ) T/O from the JOT (OCS) T/O, thus adding to the load there, I believe it would be reasonable to consider the following course of action:

a. An immediate grant to the Office of Training of 15 positions earmarked for the JOT(Civilian) T/O, but without restriction as to which component of the Agency they are designed to benefit. (This would prevent their use in the manner proposed before the Council, where DD/P was to have been the beneficiary of any increase).

b. An understanding that should the JOT (Civilian) T/O show justified need for further expansion above [redacted] slots, that the matter of an additional grant of positions be taken up at the time need is demonstrated. 25X9A2

c. Because accessions to the T/O in question will undoubtedly occur at a rate in excess of departures from the T/O to positions elsewhere, it seems likely that further small increases may be necessary until the Program has been in existence long enough to permit the completion of a normal cycle for large numbers of young men recruited for JOT(OCS). This cycle I would estimate as requiring as much as 5 years; up to 3 years under military auspices and up to 2 years as civilian JOT trainees.

d. For your information, the civilian and strength figures of the Office of Training as of 31 August were:

Authorized civilian personnel ceiling: [redacted] positions 25X9A2

On duty civilian strength:

In Process against civilian jobs within the OTR ceiling: 25X9A2

Thus, OTR has a total of [redacted] ople on board or in process against their allotment [redacted] positions. Consequently, I believe that this increase, if granted, could be absorbed within their present ceiling.

[redacted] 25X1A9a

Approved For Release 1999/08/27 : CIA-RDP78-04718A001300250003-9